



HPAE

LOCAL 5118 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL
5118 AT COOPER HOSPITAL

THE COMMUNICATOR NEWSLETTER

July 2017

Message from the President

Bargaining a contract from start to finish takes quite a bit of time, with agreements being reached point by point until the entire new contract is in place. To our negotiating committee for the many hours they dedicated to improve our work lives, were away from their families and worked their three twelve hour shifts, **Thank You**.

We all knew what we needed from the hospital to continue to do our work and to do it safely. We would not have won the improvements we did without our members' support. **Thank You** for attending negotiations, coming out to leaflet, wearing buttons and signing the petition.

Moving forward. First and foremost we have to hold the hospital accountable for adhering to our new Union Contract. We've rebuilt our Staffing Committee coming out of negotiations and are recruiting additional union reps and committee members. In September the leadership of the union will be meeting over three days to develop our strategic plan for the next year.

Time to hold the hospital accountable. When the hospital violates our contract or their own policies we should file a grievance. We should continue to submit the ADO forms when our staffing levels are not safe and/or don't follow the contract. Remember to put your contact information on the form so we can get back to you. If the circumstances warrant it, we should make our voices heard by leafleting outside of the hospital.

In order for your union leadership to address your concerns, you have to contact them, let them know what is happening and you have to be committed to do what it takes to favorably resolve the issue! Right now some areas are being told that the amount of nurses allowed to take vacation each week is decreasing. The nurses in these areas contacted us. We will have addressed this problem by the time you receive this newsletter.

Those of us who have been here for a long time need to help the newer nurses understand what our rights and responsibilities are as Union members. Being proactive and involved with our Union Vs complaining and doing nothing will produce positive outcomes. Have a safe and enjoyable summer.

In Solidarity,
Doris Bell, RN, President

Thank You For Your Support

The Local Executive Board (LEB) wants to thank all the members who came out and participated in the contract activities. Your support was crucial in our ability to negotiate a good contract.



Staffing Committee Update

STAFFING is not good in many of our units. Trying to improve our staffing is the staffing committee's priority. We will be specifically addressing the staffing on distressed units, which will include the ancillary staff. Yes, the census is high, but that cannot and should not be an excuse for the hospital not to safely staff our units.

During negotiations, we made staffing proposals for CCU, TICU, ICU, P6, P8, P9, INCU, TSDU, Stroke Unit and the Medical Surgical units, that were on the table until the very end. The HOSPITAL adamantly refused to address the staffing needs of these units. WHY – because it's an economic issue for them. If this is not a good enough reason for you, then help us continue to fight the fight. The only way to show the hospital that our fight around improving staffing is NOT over, is for us to band together as we did during negotiations-both inside and outside of the hospital.

One basic way to prove that our staffing is not safe is to gather information. We need the information when we file staffing grievances, when we print our staffing updates, and when we leaflet about staffing.

The Assignment Despite Objection (ADO) form provides us with critical information. They can be found in the Union ring binder on your unit. If you can't find it, or need forms, please contact a member of the LEB ASAP.

When filling out the forms, please write the name of the manager or COD that you made aware of your staffing concern. Write all pertinent info in the blank space. If you are on a unit where your ratio is stated in our Union contract, write what the ratio was at the start of your shift, explain if something happen during your shift to make staffing unsafe. Was a nurse floated that caused an unsafe assignment? Was ancillary staff an issue? Did you have the supplies you needed, etc. The more information you can provide the better our case will be. When completing the ADO form, please print clearly, and include a NON Cooper email so we can get back to you.

Place the ADO form in one of the Union mailboxes. From there, we will take it to the nursing office, it is stamped in and sent to the manager of the unit. The staffing committee is sent the hospital's response within 10 days.

We review all the ADO's after they have been submitted to management. Many times, we still have questions and concerns. More information may be needed to address the issue.

Our next meeting is in August 24, 2017 at 10 am - P1007. We want to welcome our newest members to the committee: **Jenn** and **Dianna**.

Our new Staffing Committee is:
HPAE Committee Chair, **Patti Scharff**, RN – TSCU -
jimandpattischarff@msn

Anna McCausland, RN-NICU

Lauren Bell, RN-ED

Jenn Yeager, RN-K8

Dianna Rhocks, RN-K10

The HPAE Retiree Medical Trust: Information Resources

Information on the HPAE Retiree Medical Trust is available on HPAE's website at <http://www.hpaie.org/resource/rmt/>
You'll find an explanation there of the plan and your benefits.

For more specific information about your benefits and plan documents and forms, please visit the website of the administrator of the plan, Benserco, at <https://www.benserconj.com/HPAE.html>

On their web site, you will find the following regarding the HPAE Retiree Medical Trust:

How to Submit a Claim for Reimbursement
(<http://www.hpaie.org/wp-content/uploads/2016/06/RMTClaimFormPDF.pdf>.)

Summary Plan Description
Participant Information Card
Medical Expense Reimbursement Form
Summary Annual Report

Online Access to Your Contribution History
As of May 2017, HPAE members have had online access to their work history, contributions, and annual participant statement. To access your contribution history online, go to <https://www.benserconj.com/HPAE.html> and click on the "Participant Login" button.
For an explanation of how to use the online system, go to: <http://www.hpaie.org/wp-content/uploads/2016/06/RMT-Online-Access-to-Contributions-History.pdf>



A Newsletter for the members of HPAE
Local 5118 AT Cooper Hospital

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Address Service Requested

Grievance Corner

What is a Grievance?

A grievance is a complaint filed by an employee or our Union to be resolved by procedures provided in the Union contract. Such a grievance may arise from an alleged violation of the union contract, or violations of law, such as workplace safety regulations. Virtually every union contract contains a grievance/arbitration procedure, which is the way the union and the employer discuss disagreements about workplace rights covered by the union contract.

Filing a written grievance is the equivalent of starting a law suit: you put in writing what you believe the employer has done is contrary to the law, and as a union we will specify what action will be necessary to correct the situation.

Our grievance procedure requires going through a series of steps, including three face to face meetings with the hospital. If the dispute remains unresolved, then we can consider moving the grievance to arbitration.

In our next newsletter, I will discuss Arbitration.

Disciplines Given by the Hospital

- Over the past few months we have seen an increase in disciplines related to documentation.
- The hospital is giving many more written warnings than in the past. **Make sure you:** complete the blood transfusion slips, check blood consents, correctly label lab specimens, scan medications, do not override (med was wrong concentration) the warning, consult with a Social Worker when a bpa is fired and complete the pain reassessment within the hour.
- There has also been an increase in disciplines for no call no show's, call outs and unprofessional behavior.

PLEASE be aware, if you help someone get their labs and the

label or slip is wrong BOTH nurses are going to be disciplined by the hospital.

Recent Grievances

1. WON: we were able to get the written warning given by the hospital removed for a pain reassessment incident.
2. WON: a nurse was incorrectly mandated off in MCH. She was paid her 12 hours.
3. WON: a nurse was given a verbal warning for a hand washing error. We got the warning reduced to a coaching.
4. Denied: a nurse was terminated for chronic lateness. We asked the hospital to allow her to resign, not contest her unemployment and pay out her accrued PTO. The PTO pay out was given; however, the hospital REFUSED to allow her to resign AND they are contesting her unemployment. **THIS IS OUTRAGIOUS AND VERY CONCERNING that they are contesting the unemployment and not allowing the resignation. This is the first time they took such a strong position on a lateness termination.**

Jackie Franchetti, RN
Grievance Chair



Welcome to our new Local officers **Debbie Hood** (Peds) and **Ann McCausland** (NICU). Both Debbie and Ann have experience being officers and have a lot of great ideas moving forward. They are splitting a position. Please wel-